

# Employer Support of the Guard and Reserve



Employer Outreach

# Employer Support of the Guard and Reserve (ESGR)

Established by Congress in 1972

- To promote cooperation and understanding between Reserve Component service members and their civilian employers, and
- To assist in the resolution of conflicts arising from an employee's military commitment.
- Based on the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)

Supported by more than 4,700 volunteers  
in 54 state committees across the nation.

After Viet Nam GEN Abrams determined reason the United States lost:

- The will of the American people broke because ‘we didn't have any connective tissue with the American people during the Vietnam War, and the people didn't have a stake in the fight,’
- To overcome that gap, Abrams designed an Army that cannot possibly execute combat operations in a war without the Guard and the reserve.”

GEN Mark A. Milley  
Chief of Staff, US Army  
Senate testimony July 2015

# Importance of the Reserve Components

Seven RCs – **over 800,000 members** – 38% of our military

- Army and Air National Guard
- Reserve (Army, US Marine Corps, Navy, Air Force, and Coast Guard)
- Major portions of military capability are in RC:
  - Army National Guard & Army Reserve - 28 Brigade Combat Teams (47% capability); 75% of key support units – logistics, civil affairs...
  - In Air National Guard & Air Force Reserve - 65% of airlift and tanker capability
- National emergency response (floods, hurricanes, fires, etc.)
- Over 1 million RC members activated since Sept 11, 2001
- Reserves cost approximately 30% of the Active Duty personnel

**Our National Defense relies on the National Guard & Reserve**

# Kentucky ESGR

We are your resource to ensure a strong bond and employment experience with your employees who serve in the National Guard and Reserves through education, recognition and mediation



# Why is this Important to You?

Over 12,000 KY National Guard & Reserve Members  
Work For You



This group represents 30% of an elite group of  
employees meeting high medical and moral standards



National Guard & Reserve Members are motivated and  
committed to their employers



You have “Skin in the Game” when the Guard &  
Reserve are Mobilized

**Our National Defense relies on the National  
Guard & Reserve**

# Military training and skills you benefit from

- Teamwork and leadership training and experience at multiple levels
- Technical training from the best schools
- Guaranteed to be drug free
- Training and experience in planning at tactical and strategic levels

# National Guard & Reserve Members Are:

- Good with Data/Information
- Good with People
- Good at Execution

With these 3 core skills, Guard & Reserve Members have proven to employers that they have the leadership ability and a great capacity to learn new skills and concepts quickly





# Primary Missions of ESGR



## **EMPLOYER OUTREACH**

Promote a culture where all employers support and value military service through education, recognition, and mediation



## **MILITARY OUTREACH**

Make Service members aware of their rights and responsibilities under the law and the value of employer support and recognition



## **OMBUDSMAN SERVICES**

Provide information and informal, neutral mediation for issues or conflicts between employers and Service members

**State/Territory Committees & Volunteers**

# Employer Engagement Initiatives

- **Employer Education**

- RC roles and missions
- Briefings to Human Resource Managers and Senior Leadership
- Laws concerning RC service (USERRA)

- **Employer Recognition Programs**

- Individual – Patriot Awards
- Corporate level – Freedom Award

- **Events**

- Statements of Support
- Trade show booths
- National ESGR Week



# Statement of Support

- Sign our statement to highlight your support for the Guard and Reserve
- Presented by ESGR representatives



## STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



We recognize the Guard and Reserve are essential to the strength of our Nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our Nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and comply with the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war.

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Employer

\_\_\_\_\_  
Date

  
Ronald E. Bege  
National Chair, ESGR

  
Lloyd J. Austin III  
Secretary of Defense



# Learn More about Engaging with the Guard & Reserve

- Briefing with the Boss (BWB): Introduce local employers to unit leaders
- Boss Lifts : Military transport to in-state/nearby, one-day events



# The world remains a dangerous place...

- Today China threatens other countries in Southeast Asia
- Russia has invaded Ukraine
- NATO has troops deployed on the Polish-Ukrainian border
- Unrest in Africa
- Large migrations from Central and South America to the U.S.
- Middle East conflicts
- Natural disasters

**And some of your Employees may be deployed to assist**

## **Will You Be Ready?**

# Best Practices for Employers

## Communicate:

- Maintain open communications with your employee regarding military obligations
- Contact employee's unit with any questions or concerns about timing, frequency, or duration of service

## Appreciate:

- Show appreciation for employee's service
- Conduct Round Tables with Service members and Leadership
- If possible, keep in touch with Service members or their families during absences
- Be flexible

**Be Familiar with the Law – Know your Responsibilities**

# Employment Issue Resolution

## Employers:

- Contact company Human Resources
- Contact ESGR 800-336-4590, [www.esgr.mil](http://www.esgr.mil)
- Call service member's unit to confirm service performed or seek relief from a duty assignment

# Questions?

[www.ESGR.mil](http://www.ESGR.mil)

[www.Facebook.com/GoESGR](http://www.Facebook.com/GoESGR)

[www.Twitter.com/ESGR](http://www.Twitter.com/ESGR)

[www.YouTube.com/EmployerSupport](http://www.YouTube.com/EmployerSupport)

[www.Linkedin.com/company/1577298/](http://www.Linkedin.com/company/1577298/)



